

DATE: 03-15-05

TO: CITY CLERK

FROM: REPRESENTATIVE JOHN COOK

ADDRESS 10TH FLOOR, CITY HALL

TELEPHONE 541-4140

Please place the following item on the (Check one): CONSENT XXX REGULAR _____

Agenda for the Council Meeting of MARCH 15, 2005

APPOINTMENT OF MR. RAY GRAHAM to the WORKFORCE RETRAINING ADVISORY

Item should read as follows: COMMITTEE, by Representative John Cook ---

SPECIAL INSTRUCTIONS: _____

Item No. _____

BOARD COMMITTEE/COMMISSION APPOINTMENT/REAPPOINTMENT FORM

NAME OF BOARD/COMMITTEE/COMMISSION: WORKFORCE RETRAINING ADVISORY COMMITTEE

NOMINATED BY: REPRESENTATIVE JOHN COOK DISTRICT: #4

NAME OF APPOINTEE MR. RAY GRAHAM

(Please verify correct spelling of name)

BUSINESS ADDRESS: _____

CITY: _____ ST: _____ ZIP: _____ PHONE: _____

HOME ADDRESS: _____

CITY: _____ ST: _____ ZIP: _____ PHONE: _____

WHO WAS THE LAST PERSON TO HAVE HELD THIS POSITION BEFORE IT BECAME VACANT?

N/A - NEW COMMITTEE

REASON PERSON IS NO LONGER IN OFFICE (CHECK ONE): TERM EXPIRED: _____

RESIGNED _____

REMOVED _____

OTHER (SPECIFY): NEW COMMITTEE

EXPIRATION DATE OF INCUMBENT: N/A

EXPIRATION DATE OF NEW APPOINTEE: TO BE DETERMINED
AT FIRST MEETING

PLEASE CHECK ONE OF THE FOLLOWING:

1st TERM: XX

2nd TERM _____

UNEXPIRED TERM: _____

OTHER _____

RAY GRAHAM

PROFILE

- El Paso resident, twelve plus years.
- Married with children.
- Air Force Veteran.
- BA Science Degree.
- 30+ years leadership experience in the private sector, public sector and non profit.
- Saturn Automotive Corporation executive member of start up team.
- Small Business Owner since 1998.
- A results-oriented executive with proven leadership.
- Proven track record of enhancing revenue and profits.
- International and multi-cultural leadership experience.
- An experienced leader who understands and believes in the importance of: Human Resources Maximization, Financial Planning / P&L, Operations Management / Logistics, Collaborative / Pro-Active Leadership, Strategic Vision with Hands-on Approach, Environment of Continuous Learning / Improvement. Experienced in using a disciplined approach to reduce unnecessary cost, establish accountability, clarify purpose / direction, improve customer service and continuously improve overall performance. Experienced in implementing JIT, Demand Flow, TQM & QS / ISO- 9000 certification, 6 Sigma and others.
- Experienced at negotiating with business, state and local officials to obtain education / training support, tax incentives, road and highway improvements, land acquisition and other requirements necessary to relocate/start up manufacturing operations.
- A leadership style that is strongly grounded on a foundation of trust and respect for the individual.
- Collaborative and visible leadership style, with excellent interpersonal skills.
- Strong desire and ability to work with others in our county, rural communities and cities to meet the needs of our region.

Active supporter of our community with involvement in various boards, groups, and councils.

Community Involvement Past & Present :

EDUCATION: Chairman, Upper Rio Grande College Tech Prep Youth Consortium;

Education Summit; Statewide TEKS/WECM Grant Evaluator; Education Committee
(Greater El Paso Chamber of Commerce).

BUSINESS: Employer Forum; Economic Summit; USA-MEXICO Strategic Alliance; El Paso Chamber of Commerce; Las Cruces Chamber of Commerce; Chairman, Industry Retention & Expansion Committee (Greater El Paso Chamber of Commerce); President, Society of Plastic Engineers.

MILITARY: Member, ESGR (Employer Support for Guard & Reserve); Armed Forces Committee (Greater El Paso Chamber of Commerce).

COMMUNITY: Chairman, City of El Paso Civil Service Commission; Unite El Paso member; Board member, El Paso International Airport and El Paso Elks Lodge.

ARTS/ENTERTAINMENT: President, Showtime El Paso.

RESUME**FRONTERA MANUFACTURING SUPPORT SERVICES LLC****1998- Present****President**

A customer oriented company established to facilitate the smooth transition of new businesses to a new locale and assist with the growth of existing companies. Our services include Customized Training (support specific customer requirements), Disruption Free Performance (DFP), Leadership, Operations Management, Stephen Covey Principals, TQM (education, business & industry), Time Management, Conflict Resolution, Disciplined Approach to Problem Solving, Relocation Assistance, Start Up Support, Pre-Production Support, Staffing Assistance, Manufactures Contact, IT Management (Infra-structure Development, Main Frame System Programming, Information & Data Management (ERP --- SAP, Intra-structure, Voice &Data)).

DAYCO PRODUCTS, MARK IV CORPORATION**1997-1998****Plant Manager**

Managed re-location and startup for a manufacturing operation with 96,000 square feet and 180 associates, that includes P&L, product engineering, manufacturing and all supporting functions. The process equipment consists of blow molding, vacuum forming, wire coating, injection molding, and vulcanizing. Sales at \$15 million.

- Developed and implemented a comprehensive manufacturing process.
- Effectively integrated people, process and equipment during start up.
- Implemented systems and review process to track, control and continually improve plant performance.
- Developed business plan that emphasized the voice of the customer and changed the direction of process development.
- Developed staff based on a collaborative team effort
- Reversed declining sales by 100 %.
- Reduced raw material inventory 300%, finished goods inventory 700% and improved delivery performance 200%
- Proactive and collaborative approach to obtaining compliance with federal, state, local and OSHA safety requirements. This facility received highest safety rating for a start-up and second best safety rating within all MK IV facilities.
- Applied and received State and local funds to enhance associate training program.
- Established selective equipment upgrade and preventative maintenance program.
- Improved product engineering practices. Implemented process to update existing product / process specifications, formalized product quote procedure and managed change control.
- Worked closely with the corporate IT team to expedite compliance with Y2K requirements.
- Established a QS-9000 implementation team.

ELCOM INC., YAZAKI CORPORATION**1992-1997****Plant Manager**

Managed world class manufacturing operation with 750,000 square feet and 1200 associates. The process comprised of injection molding, electronic assembly, wire draw/ bunching / coating, stamping and automated assembly. Sales at \$125 million.

- Coordinated the site selection process for a new out of state manufacturing facility.
- Directed the transition of people, equipment and technology to the new manufacturing facility, while maintaining current operations.
- Reduced accident and incident rate through a strong safety program and reduced workers compensation \$400,000.
- Reduced operating costs through implementation of activity based costing and functional realignment of selected activities.
- Conducted a comprehensive review of the human resources program.
 - Reduced employee turnover 39%.
 - Significant improvement in associate morale.
 - Significant improvement in employee involvement.
- Reduced external customer complaints 300%, air freight cost 80% and inventory cost (WIP / FG) 60%.
- Developed cross functional teams to implement TQM, QS-9000, TPM.
- Implemented a training team and obtained a \$530,000 state grant for employee development.

LECTRON PRODUCTS, INC.
Plant/Manufacturing Manager

1990-1992

Managed a major supplier of automotive electronic and electro-mechanical devices with 120,000 square feet and 400 employees. The process equipment consist of coil winding, automated assembly, injection molding, stamping, and coating. With sales \$18 million.

- Increased productivity 30%.
- Reduced accident frequency 35%.
- Reduced labor cost \$1.6 million.
- Improved first run capability 20%.
- Reduced scrap 60%.
- Reduced WIP \$30,000/month.
- Increased equipment utilization 20%

GENERAL MOTORS CORPORATION

1973-1990

SATURN CORPORATION
Plant Manager

1988-1990

Managed start-up and ongoing leadership for short term pre-production automotive component manufacturing and test facility. The process equipment consist of injection molding, painting, thermoform, surface/fit standards and related secondary operations.

- Reduced ramp-up time by 50% for body panels / paint and interior trim.
- Achieved plant recognition in quality, people systems, customer satisfaction, safety, training and housekeeping
- Coordinated cross functional teams and suppliers to develop all preliminary manufacturing and process requirements.
- Coordinated plant closure and saved \$1 million.
- Coordinated placing all employees with employment

SATURN CORPORATION
Technical Manager

1986-1988

Directed Advanced Manufacturing Engineering staff of eight in supplier selection with responsibility for manufacturing requirements, vehicle integration and design for assembly. Product responsibility included wiring systems, starting/charging system, switches, lighting and HVAC.

PACKARD ELECTRIC DIVISION
General Supervisor Engineering, Project Engineer & Foreman

1973-1986

Leadership for a staff of 39 process engineers for nine plants, and a staff of seven process maintenance supervisors. 1,500,000 square feet with the following processes: injection molding, extrusion, automatic assembly, vulcanizing, rubber/silicone mixing, stamping, copper rod manufacturing, wire draw/bunching/coating and thermoform

Prior Positions

1966-1973

General Supervisor, Electrical Engineer, Plant Electrical Engineer, Application Field Engineer

EDUCATION

B.A., Natural Science - Thomas Edison State College - Trenton, NJ.
Numerous courses, ie, Leadership, Total Quality, Just In Time, Demand Flow Manufacturing, etc